AL.1.562 c.2

Volume 12, number 7
July/August 1991

Newsline

CANADIANA
AUG - 6 1991

CORPORATE NEWS

Skills Renewal Program – staff update

On May 23, a letter signed by **Dr. Brian Barge** and **Dr. Clem Bowman** was delivered to each staff member at the Alberta Research Council. It was the first introduction of a new career planning and development initiative at the corporate level – the Skills Renewal Program.

After reading the letter you may have found yourself asking, "What is skills renewal; how does it differ from present career planning programs at the Research Council; and how will it affect my job?"

Who better to explain this further than **Wolf Gut,** Human Resources, who has been involved with staff development and career planning during his 11 years with the Research Council.

"The Skills Renewal Program represents a clear recognition and commitment of the corporation to achieve the goals set out in the new corporate plan, A Vision to the Year 2000. As Dr. Barge has said quite emphatically, it is not a reduction in force initiative. Instead, for the first time in more than 10 years, we have secured specific funding for career planning that is in addition to funds normally budgeted for training by departments.

"It is not necessarily a new concept at all, but an extension of what has been offered in the past. The bottom line is to help staff cope with the changing workplace, encouraging them to take a proactive role in determining their career destinies and assisting them in this process."

Before announcing the details of the Skills Renewal Program, two important components are necessary to solidify the framework of this new approach to career development and planning.

On July 10, representatives from the Professional Staff Association (PSA), AUPE Local 60, Human Resources and management will meet to explore the human resources challenges and opportunities of the decade leading to ARC 2000. Recommendations from this meeting will influence the implementation of the Skills Renewal Program.

The second major component will be the appointment of a program manager who will administer the Skills Renewal Program on a full-time basis. This person will work directly with individual candidates and department heads to determine specific training needs.

The September issue of **Newsline** will address the Skills Renewal Program in detail, focusing on the key developments over the summer months.

Meanwhile, if you have questions about the program, contact Wolf at 450-5139 for further information. ❐

Volunteers honored at safety luncheon

*The Honorable **Peter Trynchy,** Minister of Alberta Occupational Health and Safety, Workers Compensation Board, (right), was on hand with president, **Dr. Brian Barge**, to salute the hardworking volunteers who make safety happen at the Research Council. The luncheon was held June 19 at Mill Woods to celebrate Alberta Safety Week.*

AT A GLANCE

- Ironman Wallace
- Introducing Farcus!
- Health & Safety
- People Profiles
- Skills Renewal Program
- Meet Dr. Howitt
- 1991 Terry Fox Run

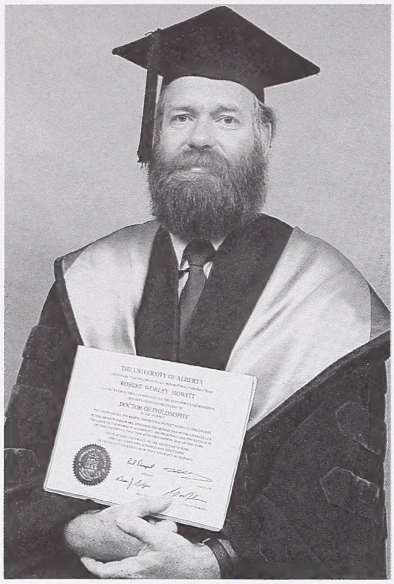
Newsline is a monthly publication for the employees of the Alberta Research Council.

Please send all submissions and direct all questions to
John Barry, Editor
Alberta Research Council
PO Box 8330, Postal Station F
Edmonton, Alberta
T6H 5X2

ALBERTA RESEARCH COUNCIL
70 Years of R&D
1921 - 1991

PEOPLE

Bob Howitt earns Ph.D. with help of Research Council



Dr. Bob Howitt with Ph.D.

With a little help from his friends at the Alberta Research Council, **Bob Howitt** has earned the title of **Dr. Bob Howitt.**

Dr. Howitt graduated June 6 from the University of Alberta with his doctorate after several years of combined education leave and work terms with the Research Council.

Since 1978, Bob has worked on a variety of soil inventory and mapping projects at the Research Council. In January 1985, he began the pursuit of his doctorate with the assistance of **Dr. Robert Fessenden, Dr. Steve Moran** and **Brenda Sawyer.** Bob spent two years on education leave with a third year devoted to research in the field.

The project was partially funded by the Research Council (salary and project expenses) and by a grant from the Farming for the Future program. Bob was also a recipient of the National Sciences and Engineering Research Council of Canada (NSERC), Industrial Postgraduate Scholarship for two years and a graduate faculty scholarship from the Faculty of Graduate Studies and Research, University of Alberta.

Bob completed his thesis in April 1991 on the topic of water erosion on agricultural landscapes. Using digital terrain modeling techniques and statistical analyses, he measured the relationship between soil erosion processes and land surface form. He used similar techniques to measure the relationship of soil properties to land surface form. A conceptual model of water erosion on agricultural landscapes was presented in the dissertation.

Bob returned in 1988 to manage the soil and land inventory section of the Environmental and Research Engineering Department.

Congratulations Dr. Howitt and welcome back to the Alberta Research Council. ❐

HEALTH & SAFETY

Safety in biotechnology

Dr. Ella Keshavarz, regulatory/biosafety officer, has been busy promoting biosafety on behalf of the Alberta Research Council. Ella was an invited speaker and panel member at the Occupational Safety & Health Symposium on Biotechnology, held in Montreal in March. Organized by Labour Canada, the symposium focused on regulatory approaches, workplace issues, ethics, and future directions of biotechnology.

On July 3, Ella presented a speech to the Edmonton office of Alberta Occupational Health and Safety addressing practical ways to provide a safe workplace in the biotechnology industry. Ella will address the Calgary office in the fall. As a member of Canada's National Advisory Committee on Biotechnology based in Ottawa, Ella is working to establish the Alberta Research Council as the model for effective biosafety programs across the nation. ❐

Maybe next year ...

The official Sneaker Day results are in! As part of Canada Fitweek '91, **Jonathan France** of the Saskatchewan Research Council challenged several provincial research organizations to be the fittest in Canada. Employees were encouraged to partake in 15 minutes of exercise on May 24. Based on the percentage of total staff who participated, the winners were:

1. Nova Scotia Research Council - 89 per cent
2. Saskatchewan Research Council - 60 per cent
3. Alberta Research Council - 45 per cent
4. ORTECH (Ontario) - 25 per cent

The Alberta Research Council does get credit for having the largest number of staff participating (384).

Due to the good turnout by staff at the research organizations across the nation, organizers are proposing this event runs each year as a friendly competition. Let's make a point of winning in 1992 and building a dynasty to the year 2000!

Thanks to all the staff at Research Council sites who participated and credit to the organizers from Occupational Health, Safety and Hygiene. ❐

Corporate safety requirements

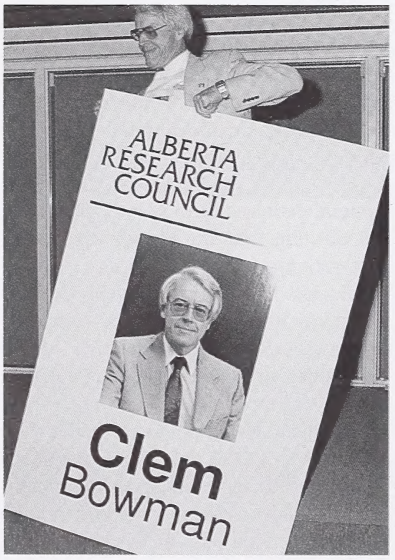
For several months, **Newsline** has been featuring a series highlighting the corporate safety requirements. The Occupational Health, Safety and Hygiene Department has announced these will now be made available in the policy and operations manual and the employee handbook. Every employee will receive a copy and new employees will be oriented to the safety requirements before starting work. ❐

LIGHTER SIDE

I've heard of passing the torch ... but this is ridiculous!

*History in the making ... recently retired president, **Dr. Clem Bowman**, "passes the cake" to new Alberta Research Council president, **Dr. Brian Barge**.*

Try and clip this name tag on your shirt



***Don Peckham**, director of Human Resources, presented **Dr. Bowman** with a small memento recognizing one of his many accomplishments (visible name tags) during his tenure at the Alberta Research Council. Dr. Bowman was feted by staff at ceremonies in Calgary and Edmonton.*

Thank you Marj and Clem Bowman ... for all the memories!

CORRECTIONS

Where credit is due – Newsline thanks **Ford Bergwall,** Environmental Research and Engineering, for contributing the children's safety drawing last month.

What's his name? – Apologies to **Bob Hipkin,** Calgary Operations, who was listed incorrectly as **Brian Hipkin** on the Calgary Safety Committee. ❐

ON THE MOVE

Employee changes

We welcome to the Alberta Research Council: **Zhihui Du,** Advanced Computing and Engineering; **Kelly Green,** Human Resources; **Marivone Lier,** Environmental Research and Engineering; **Terrie Tam,** Advanced Computing and Engineering; **Bernard Tremblay,** Oil Sands and Hydrocarbon Recovery.

We wish the following well in their future endeavors: **Clem Bowman,** retired President; **Brian Kendal,** Manufacturing Technologies; **Craig MacKay,** Advanced Computing and Engineering; **Jennie Ouellette,** Biotechnology; **Kevin Smith,** Coal and Hydrocarbon Processing; **Ruth Wilken,** Advanced Computing and Engineering; **Daryl Woycenko,** Coal and Hydrocarbon Processing.

Congratulations

Arlene Merling, Advanced Computing and Engineering, appointed to senior secretary , Calgary Operations. ❐

HEALTH & SAFETY

Get your sneakers on

The **1991 Terry Fox Run** is scheduled for Sunday, September 15 with events from coast to coast. Celebrating its 11th anniversary, the "Marathon of Hope" is the largest one-day fund raising event in the world, with participants obtaining pledges in aid of cancer research. Edmonton's honorary chairperson is sports journalist, **John Short,** and Edmonton Northlands is the host site. In Calgary, runs will be held at Glenmore Park and Fish Creek Park with former Olympic athlete, **Diane Jones-Konihowski,** as honorary chairperson. The Alberta Research Council is one of many supporters, and employees are encouraged to run, cycle or walk in the fight against cancer. Look for more information to be announced through the Occupational Health, Safety and Hygiene Department. ❐

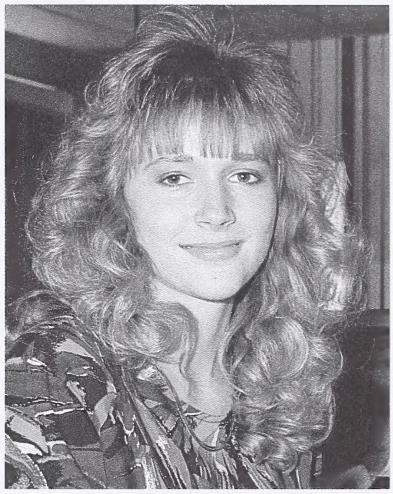
PROFILES

The staff of the Alberta Research Council make a dynamic group, each individual having a variety of interesting skills and interests. But it is difficult getting to know everyone. Who knows ... that person down the hall may share the same hobby you enjoy, have won a special award, trained as a classical pianist, or climbed Mount Everest! **Newsline** wants everyone to know!

Each month, **Newsline** will publish *People Profiles* as a new approach to "get to know" your colleagues in a regular, concise, easy to read format.

For the inaugural feature, we introduce **Lana Miller** and **Martin Schurek.**

Lana Miller



Title/Department:	Secretary, Corporate Affairs
Responsibilities:	Agendas and minutes for the Board of Directors, Executive Committee, Research and Management Committees. Compile directory listings.
Length of Service:	1 1/2 years
Education background:	NAIT - Secretarial and Office Administration
Greatest accomplishment or experience at the Alberta Research Council:	Working on the corporate plan - A Vision to the Year 2000
Career background:	Alberta Consumer and Corporate Affairs, Leduc General Hospital
Favorite movie:	Dances With Wolves
Childhood ambition:	To be a famous gymnast
Special awards or accomplishments:	Alberta Merit Award - NAIT
Favorite vacation:	Mexico '91 - great margaritas!
Hobbies:	Aerobics, water skiing, swimming, downhill skiing, cycling

Martin Schurek

Title/Department:	Research Technologist, Coal and Hydrocarbon Processing
Responsibilities:	Research and development
Length of service:	21 years
Education background:	Chemical Research Technology NAIT 1970
Philosophy on life:	Be the best you can be
Current projects:	Contracts on Syngas Catalyst's and Creosote clean-up
Favorite book:	Noble House by James Clavell
Favorite TV show:	M*A*S*H
Special awards or accomplishments:	Chemical Institute of Canada medal
Favorite people:	Lovely wife Pat, two fine boys Michael and Andrew
Hobbies:	Reading, garage sales, camping and fishing

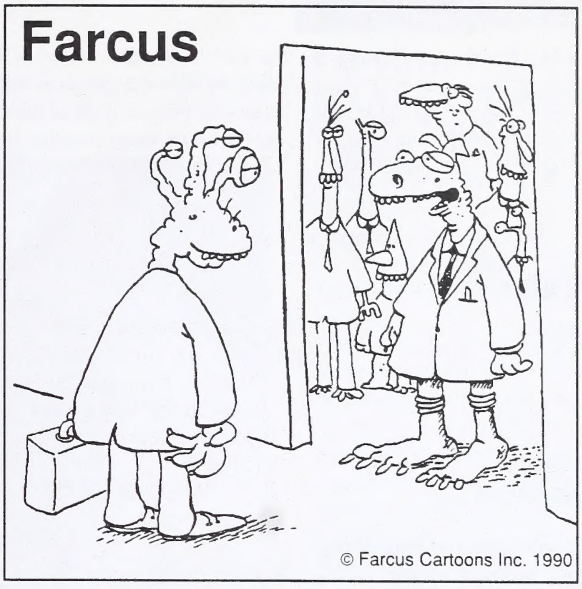
INTRODUCING FARCUS

Newsline is pleased to introduce Farcus, a humorous view of life in the working world. Farcus is 100 per cent Canadian content, produced in Ottawa, and convenient because it is available on computer disks compatible with Ventura Publishing software used for producing **Newsline**.

Enter caption contest!

Two cartoons are featured in this issue – one with a caption, the other without. Submit your idea for a funny caption and you could win an Alberta Research Council T-shirt and have your caption featured in the September issue of **Newsline**.

Deliver entries (cartoon & caption) along with your name, department and phone number to John Barry, editor – **Newsline** (c/o Corporate Affairs, Mill Woods). Please do not send e-mail. Deadline for entries is August 1. Each month a different "celebrity" judge will choose the winning caption.



Let me guess — you've been transferred from Research and Development.

PEOPLE

Supervision course

*Here is **Clem Bowman** in one of his last official duties at the Research Council, sharing the accomplishment of the most recent group of staff to finish Module "C" of the Supervision Course. This could be a collector's item, folks! Congratulations to:*
Back row (L-R): Tom Manske, Willem Langenberg, Dennis Chao, Gerard Korpany, Bill Winters, Ralph Jonasson. Front row (L-R): Clem Bowman, Jennie Lutz, Wolf Gut (instructor), Sheila Binda, Rosa Tsen. Absent: Randy Alex, Gilbert Proulx.

PEOPLE

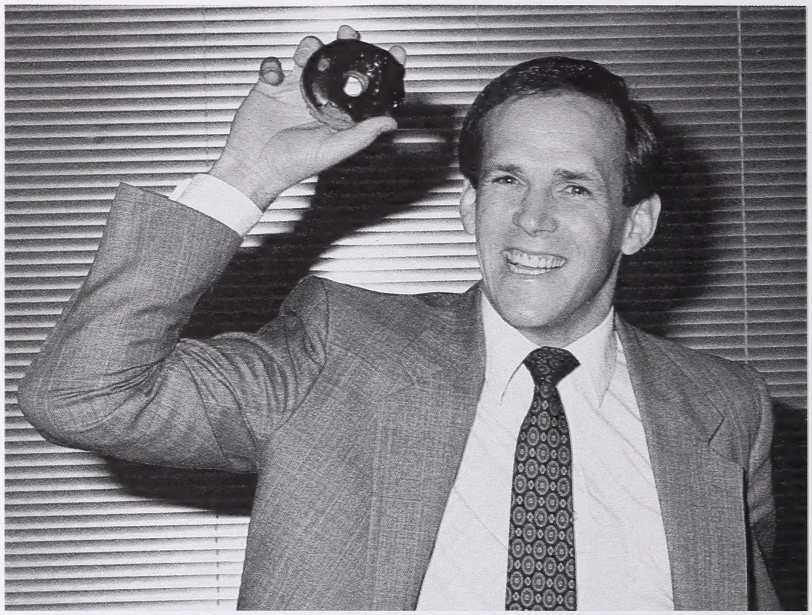
On your marks, get set ... it's Ironman Wallace

Fueled by chocolate donuts and a desire to win, **Dr. Dean Wallace,** Oil Sands and Hydrocarbon Recovery Department, plans to test his mettle in the Penticton Ironman Competition, being held August 25 in Penticton, B.C.

Dr. Wallace will join 1,000 other international entrants in this unique event, which features a gruelling triathlon. He will attempt to run a 26-mile marathon; complete a 112-mile cycling course; and swim 2.4 miles in less than 17 hours!

"My goal is to finish in less than 17 hours, which is the maximum time allowed for official finishers. I'm really excited about this, since only three other Ironman competitions exist in the world; Australia, Germany, and Hawaii."

Be sure to wish Dr. Wallace luck – or buy him a donut – as he prepares for the event of a lifetime. ❐



Dr. Dean Wallace, in training for the Penticton Ironman Competition, August 25.

FARCUS *(continued from page five)*

Provide your caption here . . . win a T-shirt!

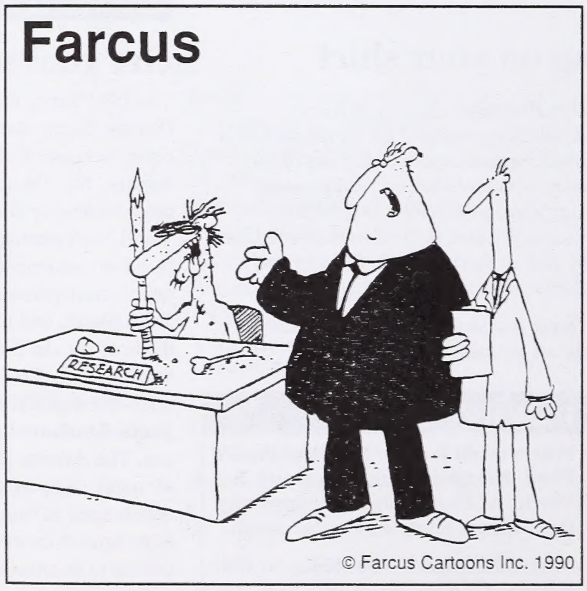
"_____

_____

_____

_____

_____"



Name:_____
Dept.:_____
Phone: _____

STAFF NOTES

Manufacturing Technologies – The department is co-sponsoring "Manufacturing '91: Targeting Talent and Technology", a conference bringing manufacturing industry experts to the Calgary Convention Centre, September 19-20. Emphasis is on tools and concepts required for success in the global marketplace. For information, call **Jeff Watson,** Engineering Services, 297-7565.

★ ★ ★

Congratulations to **Ron Wasel,** manager of the Gasoline and Oil Testing Laboratory, who recently received a certificate of appreciation from the Canadian General Standards Board (CGSB). The certificate recognizes Ron's 25th meeting of the Committee on Middle Distillate Fuels, encompassing more than 12 years of personal involvement. He has also been active with several other CGSB petroleum committees which include representatives from major oil companies, government and private consultants. Ron was in Quebec City in April to receive the honor.

★ ★ ★